

**KAJA-FM, KQXT-FM, KRPT-FM, KTKR-AM, KXXM-FM, KZEP-FM, WOAI-AM****EEO PUBLIC FILE REPORT****March 22, 2013 - March 25, 2014****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive - Radio Open Date: 1/28/2013 Hire Date: 6/24/2013	2-4, 12, 14, 21, 25-26, 30, 37, 39, 41-42, 45, 48-51, 54-57, 61	14
Account Executive - Radio Open Date: 1/28/2013 Hire Date: 7/1/2013	2-4, 12, 14, 21, 25-26, 30, 37, 39, 41-42, 45, 48-51, 54-57, 61	14
Account Executive - Radio Open Date: 1/28/2013 Hire Date: 5/20/2013	2-4, 12, 14, 21, 25-26, 30, 37, 39, 41-42, 45, 48-51, 54-57, 61	14
Account Executive - Radio Open Date: 1/28/2013 Hire Date: 7/22/2013	2-4, 12, 14, 21, 25-26, 30, 37, 39, 41-42, 45, 48-51, 54-57, 61	61
Traffic Manager Open Date: 3/4/2013 Hire Date: 3/25/2013	1-4, 6, 8-10, 12, 21-22, 24-27, 29, 32-33, 35, 39-42, 44-45, 48-51, 54, 60	60
Brand Integration Key Account Coordinator Open Date: 3/6/2013 Hire Date: 4/15/2013	1-4, 6, 8-10, 12, 19, 21, 24-27, 29, 32-33, 35, 39-42, 44-45, 48-51, 54, 61	61
Key Account Coordinator Open Date: 3/19/2013 Hire Date: 4/15/2013	1-4, 6, 8-10, 12, 21-22, 24-25, 28-30, 32-33, 35, 37, 39-42, 45, 48-51, 54, 56, 61	12
Key Account Coordinator Open Date: 3/19/2013 Hire Date: 4/15/2013	2-4, 7-9, 12, 22, 24-33, 35, 37, 39-42, 45, 48-49, 61	61
Sales Assistant (FT) Open Date: 3/19/2013 Hire Date: 4/15/2013	1-4, 6, 8-10, 12, 21-22, 24-25, 27-30, 32-33, 35, 37, 39-42, 45, 48-51, 54, 56, 61	12
Traffic Director - FULL TIME Open Date: 5/28/2013 Hire Date: 8/12/2013	2-4, 7, 14, 19, 22, 26-27, 37, 41-42, 45, 48-50, 54, 56-57, 61	14
Digital Content Coordinator Open Date: 6/5/2013 Hire Date: 7/22/2013	2-4, 7, 9, 12, 17, 19, 21-22, 24-28, 30, 32, 35-37, 39-40, 42, 45, 48-50, 54, 56-57, 61	61
Brand Integration Key Account Coordinator Open Date: 7/1/2013 Hire Date: 8/12/2013	2-4, 7, 14, 22, 26-27, 37, 42, 45, 48-50, 54, 56-57, 61	14
Market President Open Date: 8/16/2013 Hire Date: 9/9/2013	2-5, 7-9, 11-12, 15-16, 18, 20-28, 30, 32, 34-35, 38-43, 45-49, 52-54, 59	38
Finance Manager Open Date: 9/20/2013 Hire Date: 11/8/2013	2-4, 7, 9, 13-14, 22, 26-28, 30, 39-42, 48	14

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Program Director- Sports and Talk Stations Open Date: 10/23/2013 Hire Date: 1/29/2014	2-3, 7, 13-14, 19, 22, 26-27, 37, 41-42, 48-50, 54, 56-58	13

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : <a href="http://www.vc4africa.com/group/africanorthamerica">http://www.vc4africa.com/group/africanorthamerica</a> Career Services Manual Posting	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Ria Denver Manual Posting	N	0
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
4	American Women in Radio & Television 8405 Greensboro Dr. Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Email : <a href="mailto:infor@awrt.org">infor@awrt.org</a> Fax : 1-703-506-3266 Maria Brennan	N	0
5	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
6	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
7	Association for Women in Communications-San Antonio PO Box 780382 San Antonio, Texas 78278 Url : <a href="http://www.wicsa.org">www.wicsa.org</a> Email : <a href="mailto:margarita@nerone.org">margarita@nerone.org</a> Career Services	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
9	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
10	Career Page Website Texas Url : <a href="http://www.careerpage.org">www.careerpage.org</a> Career Services Manual Posting	N	0
11	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
12	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : <a href="http://www.clearcareers.com">www.clearcareers.com</a> Career Services Manual Posting	N	7
13	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : 210-785-2167 Url : <a href="http://www.clearcareers.com">www.clearcareers.com</a> Linda Lynn Manual Posting	N	2
14	Current Employee	N	11

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15	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
16	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
17	Former Intern	N	1
18	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
19	Indeed.com Texas Career Services	N	6
20	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Fax : 713-672-4129 Martha Bravo	N	0
21	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Email : <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a> Art Scott	N	0
22	Mexican American Unity Council 2300 West Commerce Suite 200 San Antonio, Texas 78207 Phone : 210-978-0500 Email : <a href="mailto:dhernandez@mauc.org">dhernandez@mauc.org</a> Career Services	N	0

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23	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
24	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : <a href="http://www.monster.com">http://www.monster.com</a> Fax : 1-402-472-8675 Brendan McCauley	N	0
25	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Scott Russell	N	0
26	NAACP - San Antonio Branch Job Bank P.O. Box 200225 San Antonio, Texas 78220 Phone : 210-224-7636 Email : <a href="mailto:sanaacp@satx.rr.com">sanaacp@satx.rr.com</a> Clay Burris  Prong 2 Ended Date: 3/10/2014	N	0
27	NAACP – Washington Bureau 1156 – 15th St., NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : <a href="http://www.naACP.org">www.naACP.org</a> Email : <a href="mailto:hoshelton@naACPnet.org">hoshelton@naACPnet.org</a> Fax : 1-202-463-2953 MR. Hilary Shelton	Y	0
28	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Url : <a href="http://www.nahj12.com">http://www.nahj12.com</a> Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Kevin Olivas	N	0

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29	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
30	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
31	National Black Media Coalition 1738 Elton Road Suite 314 Silver Spring, Maryland 20903 Phone : 301-445-2600 Email : support@MPNdiversityjobs.com Fax : 1-301-445-1693 Career Services	N	0
32	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
33	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
34	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0

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35	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : <a href="http://www.nativetelecom.org/">http://www.nativetelecom.org/</a> Email : native@unl.edu Frank Blythe	N	0
36	Other Source	N	1
37	Our Lady of the Lake University 411 S.W. 24th Street San Antonio, Texas 78207 Phone : 210-434-6711 Email : webmaster@ollusa.edu Career Services	N	0
38	Previous Employee	N	1
39	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : <a href="http://www.radioandrecords.com">www.radioandrecords.com</a> Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
40	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
41	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : <a href="http://www.radio-online.com">www.radio-online.com</a> Lisa Chase Manual Posting	N	0
42	Schreiner University 2100 Memorial Blvs. Kerville, Texas 78028 Phone : 830-792-7281 Cristina Martinez Manual Posting	N	0



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43	South Plains College 1401 College Ave. Levelland, Texas 79339 Phone : 806-894-9611 Email : adixon@southplainscollege.edu Amber Dixon	N	0
44	St. Mary's University One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3066 Email : dmcglothing@stmarytx.edu Career Services	N	0
45	Station Websites 6222 IH-10 San Antonio, Texas 78201 Phone : 210-785-2167 Url : www.kj97.com; woai.com; ticket760.com; mix961.com; Q1019.com; kzep.com; SAisWild.com Linda Lynn Manual Posting	N	1
46	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
47	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
48	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	Y	0

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49	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830-372-8000 Email : careers@tlu.edu Career Services	N	0
50	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Josie Garrott Manual Posting	N	0
51	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
52	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
53	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
54	Trinity University 1 Trinity Place #78 San Antonio, Texas 78212 Becky Spurlock Manual Posting	N	0
55	United Negro College Fund 1805 7th Street, NW Washington, District of Columbia 20001 Phone : 800 331 2244 Fax : 1-212-820-0157 Career Services	N	0

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56	University of Texas at San Antonio (UTSA) 6900 W. Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
57	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Clarissa Tejeda Manual Posting	N	0
58	Unknown Referral Source	N	2
59	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
60	Walk In Self Referral	N	1
61	Word of Mouth Referral	N	19
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>52</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/22/2013	Participation in events sponsored by community groups	On March 22, 2013, Our SEU hosted 15 Cub Scouts from Boy Scout Pack 517 at the radio station with a tour of the facilities and discussed the different careers available in radio. The tour was hosted by the Marketing Director. Scouts were given a detailed account of how the radio stations work, how the departments function, and what jobs are available and how they may attain those jobs in radio.	1	Marketing Director
2	4/13/2013	Participation in events or programs sponsored by educational institutions	on April 13, 2013 Our SEU participated in a student career workshop with our Market President in attendance and on the panel. Each person in the panel talked about the TV or Radio industry they were in and the positions and careers available. She also talked about the expanding CCM+E industry including iHeart Radio, online media and social networking that are tied to radio.	1	Market President
3	4/19/2013	Participation in events or programs sponsored by educational institutions	On 4/19/2013 Our SEU held a tour for Alamo Heights School Young Business Leaders of America at our facilities. It was lead and facilitated by our Marketing Director. Subjects that were covered: all aspects of the industry that is in the building and the other branches of media + entertainment that we are also involved and growing in.	2	Marketing Director Executive Assistant
4	5/17/2013	Participation in events sponsored by community groups	On 05/17/13, Our SEU participated in the Annual Career Day at Vestal Elementary hosting two 5th grade classes and staff. We explained the basics of how the stations and positions worked and how math, science and social skills apply each day. We talked about iHeart Radio, how some were aware of it and answered questions. Station participants included our Marketing Director and Executive Assistant.	2	Marketing Director Executive Assistant

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5	6/1/2013	Establishment of an intern program designed to assist members of the community	Promotions/ Summer 2013, Our SEU hosted 1 student from Florida International University, 1 student from Trinity University, 1 student from Univ of Incarnate Word and 2 students from Univ. of TX San Antonio. The interns worked with the Promotions Department for stations KXXM, KAJA, KRPT, KQXT KZEP, WOAI and KTKR. The interns also worked with our Promotions Director and assisted with contests, contacting winners, preparing remote materials, contest winners, station vehicle maintenance and other duties as necessary. The students also assisted the digital team when necessary.	3	Marketing Director Promotions Director Digital Program Director
6	8/26/2013	Establishment of an intern program designed to assist members of the community	Promotions/News Fall 2013, Our SEU hosted 1 student from St. Mary's University, 1 student from Trinity University, 1 student from Univ. of TX San Antonio. Two worked with the Promotions Department for stations KXXM, KAJA, KRPT, KQXT KZEP, WOAI and KTKR. The interns also worked with our Promotions Director and assisted with contests, contacting winners, preparing remote materials, contest winners, station vehicle maintenance and other duties as necessary. The intern from UTSA worked in the WOAI-AM News department assisting with research, writing news stories, working with on-air talent, post stories and media on the station website, photographed events for documenting and contribute ideas for news purposes.	4	Media Integration Director Promotions Director Promotions Director Program Director

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7	10/23/2013	Participation in Job Fairs	On 10/23/13, Our SEU participated in the Fall Community Fair at Trinity University, hosting a booth to distribute information and discuss employment and open positions. Station participants included a General Sales Manager who was present onsite.  Table set up with Clear Channel table cloth, handed out brochures with Clear Channel station information and directing them to our website to view and apply for open positions.	1	General Sales Manager
8	10/31/2013	Participation in events sponsored by community groups	October 31, 2013 Our SEU participated in a National Student Electronic Media Convention with our Digital Media Director in attendance and on the panel. Each person in the panel talked about social media in the TV and Radio industry. He also talked about the expanding CCM+E industry including iHeart Radio, online media and social networking that are tied to radio.	1	Digital Media Director
9	11/1/2013	Participation in Job Fairs	On 10/30/13, Our SEU participated in the Fall Mass Communications Fair at Texas State University, hosting a booth to distribute information and discuss the industry and open positions. Station participants included a General Sales Manager who was present onsite.  Table set up with Clear Channel table cloth, handed out brochures with Clear Channel station information and directing them to our website to view and apply for open positions.	1	General Sales Manager

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10	11/8/2013	Participation in other activities designed by the station employment unit	<p>On 11/08/13 Our SEU hosted a station tour, information session with each department and had lots of interaction for 10 students from the University of Texas Austin. Along with job shadowing at CCM+E corporate finance who handles all of the radio stations in the US, they came over to our radio stations to see who and what all it takes to operate. They got 20 minutes with each department, in studio time with on air participation and a walk through tour explaining each office/group. Each of the following departments explained what their department does and dealing with social media, internships, different avenues for music and iHeart radio: Sales, Traffic, Programming, Promotions and Finance.</p> <p>In attendance from corporate were Anish Malpani, Financial Analyst and Kacey Bauer, Talent Acquisiton Coordinator.</p>	6	Vice Pres. of Sales Vice Pres. of Programming Dir. of Media Integration VP of Finance (TX Markets)
11	1/4/2014	Participation in events sponsored by community groups	On January 4, 2014 Our SEU hosted 12 Cub Scouts and 2 troupe leaders from Boy Scout Troop 701 at the radio station with a tour of the facilities and discussed the different departments, function, people and careers in radio. The tour was hosted by the Media Integration Director. Scouts were given a detailed account of how the radio stations work, how the departments function, changes and the future in media and what jobs are available and how they may attain those jobs in radio.	1	Media Integration Dir.

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12	2/13/2014	Participation in Job Fairs	<p>On 02/13/14, Our SEU participated in the UIW Full Time Job Fair, hosting a booth to distribute information and discuss the industry, positions and internships. Station participants included a Digital Media Director who was present onsite.</p> <p>Table set up with Clear Channel table cloth, handed out brochures with Clear Channel station information and directing them to our website to view and apply for open positions.</p>	1	Digital Media Director
13	2/14/2014	Establishment of an intern program designed to assist members of the community	Promotions/Marketing Spring 2014, Our SEU hosted 1 student from Texas A&M San Antonio and 2 students from Univ. of TX San Antonio. All 3 worked with the Promotions Department for stations KXXM, KAJA, KRPT, KQXT KZEP, WOAI and KTKR. The interns also worked with our Promotions Director and assisted with contests, contacting winners, preparing remote materials, contest winners, station vehicle maintenance and other duties as necessary.	3	Media Integrations Director Promotions Director Promotinos Director
14	2/19/2014	Participation in Job Fairs	<p>On 02/19/2014, Our SEU participated in the Spring 2014 Career Fair at Trinity University, hosting a booth to distribute information and discuss the industry and open/potential positions. Station participants included one General Sales Manager who was present onsite.</p> <p>Table set up with Clear Channel table cloth, handed out brochures with Clear Channel station information and directing them to our website to view and apply for open positions.</p>	1	General Sales Manager



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**EEO PUBLIC FILE REPORT****March 22, 2013 - March 25, 2014****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
15	3/4/2014	Participation in Job Fairs	<p>On 03/04/2014, Our SEU participated in the UIW 2014 Part Time Job &amp; Internship Career Fair at the University of the Incarnate Word, hosting a booth to distribute information and discuss the industry and open/potential positions. Station participants included one Media Integration Director who was present onsite.</p> <p>Table set up with Clear Channel table cloth, handed out brochures with Clear Channel station information and directing them to our website to view and apply for open positions.</p>	1	Media Integrations Director